

Charge for the NERL Organization Advisory Team (NOAT)

Background

During the NERL Reorganization process, the NERL Reorganization Implementation Team was assembled to help with issues related to the transition to the new organizational structure for NERL. This team provided an additional mechanism for communication, information flow, and staff level input across NERL beyond the line management chain. Feedback received from the NERL reorganization survey and the NERL focus groups that were conducted in FY16, suggested that keeping such a mechanism available for staff would be desirable. NERL management also sees value in keeping multiple lines of communication open to enhance information flow to and from staff. NERL management is also interested in incorporating staff input into activities intended to enhance NERL's work environment. Keeping lines of communication open and information flowing is particularly important given some of the challenges facing NERL in the near future, including consolidation efforts in Las Vegas, Athens, and RTP and potential resource challenges.

NOAT Charge

The NERL Organization Advisory Team (NOAT) will provide NERL staff and management with an additional mechanism for communication and information flow, as well as, for gathering input on NERL organization activities and issues outside of direct line management and supervisory chains.

Expectations for NOAT members are as follows:

- Be available to colleagues in their organization or at their location as mechanism for raising questions and providing input relating to NERL organization activities, processes, and issues and, as appropriate or needed, actively reach out to colleagues for input.
- Actively participate in NOAT meetings by communicating questions and input from colleagues, and providing input on proposed or potential activities intended to enhance NERL's work environment.
- Be available to colleagues in their organization or at their location to communicate and provide information from NOAT activities and, as appropriate or needed, actively reach out to colleagues to communicate NOAT activities.

NOAT Composition

The NOAT will be represented by a cross-section of NERL employees from different organizations, locations, and roles in the organization. Union representatives will also be invited to participate in NOAT meetings.

Meetings

- Quarterly Meetings of the NOAT
- Ad Hoc Meetings: any NOAT member may suggest/request an ad hoc meeting, for example, to address an emerging issue that is time sensitive.
- Local NOAT Meetings: regularly scheduled meetings (monthly or quarterly) at each NERL location that would be open to staff at their respective locations to further facilitate/enhance the ongoing dialogue between NOAT members and NERL employees.